



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

27

May 25, 2010

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Sachi A. Hamai
SACHI A. HAMAI
EXECUTIVE OFFICER

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The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

MANAGEMENT APPRAISAL AND PERFORMANCE PLAN MODIFICATIONS TO COUNTY CODE LANGUAGE (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)

SUBJECT

This letter and accompanying ordinance will implement language changes to the Management Appraisal and Performance Plan provisions of the County Code to clarify language regarding the authority to grant Tier II Management Appraisal and Performance Plan merit step advances and to delete several obsolete references.

IT IS RECOMMENDED THAT YOUR BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to implement changes in language for the Management Appraisal and Performance Plan (MAPP) provisions to clarify existing language requiring Chief Executive Officer (CEO) approval for any Tier II step advancements, and to delete obsolete references to Los Angeles County Employees Retirement Association (LACERA).

"To Enrich Lives Through Effective And Caring Service"

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PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

We are recommending a change to the language in the County Code MAPP provisions to clarify that any Tier II MAPP step advancement requires approval by the CEO. This has always been the intent of the provisions governing merit increases for both Tier I and Tier II and, furthermore, the language for Tier I merit salary adjustments specifically indicates “merit salary adjustments are subject to chief administrative officer approval prior to becoming effective.” Our recommended change to the Tier II step advancement provision will bring the language into conformance with language for Tier I and will clarify the need for CEO approval.

We are also recommending the deletion of references to LACERA in the County Code MAPP provisions, as Board action has made these references obsolete. In March 2009, your Board approved the establishment of a Tier I and Tier II MAPP plan specific to LACERA which is provided for in another section of the Code, specifically in LACERA’s departmental article. This was done to facilitate LACERA’s independent management of its MAPP participants. As a result, the “retirement administrator” and other LACERA employees are no longer participants in the County’s MAPP plan. Therefore, we are recommending deletion of all related references in our MAPP provisions, which are limited to the Definitions section.

These adjustments are technical changes that will result in no additional County cost.

Implementation of Strategic Plan Goals

Approval of the accompanying ordinance is in line with the County Strategic Plan Goal 1 - Operational Effectiveness. Specifically, accurate, clear, and consistent County Code language facilitates the strategies for both Service Excellence and Organizational Effectiveness.

FISCAL IMPACT/FINANCING

None. Clarification of the requirement for CEO approval of all MAPP merit increases helps ensure appropriate fiscal control over the related expenditures. No additional funding is required.

The Honorable Board of Supervisors
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FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'W. T. Fujioka', with a stylized flourish at the end.

WILLIAM T FUJIOKA
Chief Executive Officer

WTF:BC:EFS
WGL:SJM:mst

c: Department of Human Resources
Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Affected Departments